REPORT ON THE FEDERAL ACQUISITION WORK FORCE - 1100 Series FISCAL YEAR 1999

Federal Acquisition Personnel

Information System

Federal Acquisition Institute

Office of Acquisition Policy

General Services Administration

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FOREWORD

Purpose: This is the Federal Acquisition Institute's (FAI) annual demographic report on the Federal acquisition workforce, showing trends in educational levels, turnover and hiring. This reports on the Federal procurement workforce for Fiscal year (FY) 1998 providing Federal managers with data of value in planning or evaluating their respective procurement career management programs, to analyze trends "to enable Federal Managers to better address the career development needs of the acquisition workforce.

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Organization: Under the Office of Federal Procurement Policy Act, as amended, the FAI is located in the General Services Administration (which acts as the executive agent for the FAI). The Office of Federal Procurement Policy, Office of Management and Budget, is responsible for providing and directing the activities of the FAI.

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EXECUTIVE SUMMARY

Retirement

Retirement eligibility of Contract Specialists (GS-1102) rose from 5% in 1991 to a still relatively benign rate of 8% in 1999. However, retirement eligibility for full retirement climbs to 35% in 2005 and 50% in 2009. (See Procurement Work Force At A Glance, Contract Specialists, p.3.)

The U.S. Office of Personnel Management (OPM) projects (on the basis of retirement rates for all employees) that Contract Specialists' retirements will reach 974 in 2001 and increase to 1,054 in 2002. Actual retirements in 1999 were 637, up from 343 in 1998. The numbers of retirements per year will increase until they peak at 1,196 in 2008. Using estimates based on all Federal employees, OPM projects that of the 26,333 Contract Specialists on board on July 1, 2000, a total of **11,389 are projected to retire by the end of June 2010**. This includes early retirement and other types of retirement (e.g., disability retirement).

OPM studied actual retirement rates of workers government-wide between 1995 and 2000[1]. Of those CSRS employees who were eligible for retirement in June 1995, 67.8% had retired by September 2000. Of those who became eligible for full retirement from July 1995 to September 2000, 51.2% retired by September 2000. Some of these may have been early retirements. Only 8.4% of those employees covered by CSRS who were not eligible for full retirement during the five years studied retired. These would include early retirements and other types of retirement, such as disability retirements.

For the whole CSRS population studied from 1995 to 2000, 22.4% retired. OPM projects that that number will rise to 32.4% for the years from 2000 to 2005. The FERS population had a much lower retirement rate of 5.8% from 1995 to 2000; that is projected to increase to 9.5% during the 2000 to 2005 timeframe.

Turnover

Statistics generated by the Defense Manpower Data Center (DMDC) show that the Government lost over 2,000 Contract Specialists per year for 1997, 1998, and 1999 through retirements, separations, and leaving the series. (See Turnover of Contract Specialists, p. 8.) Hires did not keep up with losses resulting in a net loss of over 600 Contract Specialists per year. If the above retirement projections are correct that figure could easily double if hiring is not increased.

The General Business and Industry (GS-1101) series with 20,955 and the Contract Specialist (GS-1102) series with 26,775 remain among the twenty most populous occupational series. The number of each of the major acquisition-related series, except for the General Business and Industry series, has gone down. (See Turnover During FY 1999, p.3.)   This is at a time when spending levels have leveled off. In 1999, civilian agencies contracted for $65 billion in goods and services and the Defense Department spent $133

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[1] For more information contact Bob Heim at 202-606-1909 or bcheim@opm.gov.

through contracts (from GAO testimony before the Subcommittee on Government Management, GAO/T-OCG-00-7, March 16, 2000).

In 1999, the data exhibited some large jumps in turnovers. The percent of Procurement Clerks and Technicians at the GS-3 level that left the series jumped from 24% in 1998 to 60% in 1999. GS-4's left at a rate of 32% up from 24% in 1998. (See Procurement-Clerical and Technicians Losses During FY 1999, By Grade Level, p.26.)

Losses in General Business and Industry were 89% at the GS-3 level, 43% at the GS-4 level, and 21% at the GS-5 level before losses level off around 10-14%. (See General Business and Industry Losses During FY 1999, By Grade Level, p.35.) If these separation rates are due to salary competition in the private sector, it may be a compensation issue. If they are due to the nature of the work, job enrichment and redesign may be necessary.

Education

The percent of college graduates among Contract Specialists has risen steadily from 53% in 1991 to 59% in 1999. (See Contract Specialists 1991 - 1999, p.8.) The percentage of college graduates among external hires (84%) continues to exceed that of internal hires (47%); however, the ratio of internal to external hires fell from 4.7 to 1 in 1998 to 2 to 1 in 1999. (See Contract Specialists Hired During FY 1999, p.11.) If this trend continues, the overall number of Contract Specialists with college degrees will increase at a more rapid rate.

Supervisors and Managers

The ranks of supervisors and managers classified in one of the acquisition professions has dropped from 8,413 in 1998 to 8,094 in 1999. (See Supervisory and Managerial Positions by Occupation, p.4.) In 1999, 106 employees classified as 1101's (General Business and Industry) and 66 Contract Specialists were in the Senior Executive Service (SES). This is up a total of 14 from 1998 statistics.

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Technical Notes

Source of data   The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 1999.

Agencies   This report covers personnel in the Executive Branch. However, it does not cover employees of the U.S. Postal Service, the Postal Rate Commission, the Board of Governors of the Federal Reserve Board, the White House Office, the Office of the Vice President, the Tennessee Valley Authority, the Defense Intelligence Agency, the Federal Bureau of Investigation, the Central Intelligence Agency, National Imagery and Mapping Agency, or the National Security Agency.

Agency Data   The numbers in this report may differ slightly from those reported by the personnel information system of the department or agency. Usually, such differences are a matter of timing (e.g., differences in schedules for data verification, correction, and updating during the first part of the succeeding fiscal year).

Retirement Eligibility   This report includes data only on employees who are eligible for regular retirement. No data is provided on employees eligible for *"Early"* retirement. The minimum combinations of age and years of service qualifying for regular retirement:

Age 62 with 5 years of service.
Age 60 with 20 years of service.
Age 55 with 30 years of service.

Turnover   Turnover data in this report were derived by tracking data on each individual in the work force across fiscal years. Social Security Numbers were used to locate and merge files from different fiscal years on the same individual.

For example, an individual's occupational code might read as follows:

	FY94	**FY95**	**FY96**	**FY97**
Series (at the end of the fiscal year)	1105	1105	1102	0

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 1996 and an "internal hire" for the GS-1102 series in Fiscal

Year 1996. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 1997.

Losses   Losses include employees who left the <u>series</u> for any reason, such as separations from Government service or promotions to positions in a different series.

Hires   Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and return to active duty following extended leave without pay. For the purposes of this report, "internal" hires include both:

- Movement from one to another of the 5 principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contract Specialist (GS-1102) position, that employee has been counted as a GS-1102 <u>internal</u> hire.

- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes "career" employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351)

"External" hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of "career-conditional" employees (i.e., employees with less than three years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as "Other".)

Education Levels   In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report probably understate both educational levels and the number of employees with relevant academic majors.

Average Grade   Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified.

SUMMARY STATISTICS

LOGISTICS OCCUPATIONS: POPULATION
AS OF SEPTEMBER 1996, 1997, 1998, 1999

OCCUPATIONS	1996	1997	1998	1999
Logistics Management (GS 346)	11,304	11,231	11,269	11,292
General Business & Industry (GS 1101)	20,427	20,048	20,298	20,955
Contract Specialist (GS 1102)	28,648	28,003	27,400	26,775
Industrial Property Management (GS 1103)	733	693	653	605
Property Disposal (GS 1104)	989	951	908	837
Purchasing Agent (GS 1105)	5,558	4,875	4,248	3,793
Procurement Clerical & Technician (GS 1106)	5,923	5,296	4,645	3,966
Industrial Specialist (GS 1150)	1,891	1,714	1,563	1,458
Equipment Specialist (GS 1670)	7,817	7,491	6,819	6,348
Quality Assurance (GS 1910)	9,559	8,751	8,370	7,833
General Supply (GS 2001)	3,768	3,742	3,835	3,783
Supply Program Management (GS 2003)	4,951	4,698	4,667	4,491
Supply Clerical & Technician (GS 2005)	18,316	16,633	15,124	13,889
Inventory Management (GS 2010)	6,016	5,709	5,425	5,331
Distribution, Facilities & Storage (GS 2030)	754	695	666	665
Packaging (GS 2032)	312	293	271	259
Supply Cataloguing (GS 2050)	348	247	156	102
General Transportation (GS 2101)	7,472	7,380	8,277	8,133
Traffic Management (GS 2130)	1,780	1,702	1,738	1,702
Freight Rate (GS 2131)	726	631	581	566
Travel (GS 2132)	83	40	22	10
Shipment Clerical (GS 2134)	143	43	14	0
Cargo Scheduling (GS 2144)	59	54	49	42
Transportation Operations (GS 2150)	998	1,111	1,178	1,294
Dispatching (GS 2151)	430	418	431	431
Marine Cargo (GS 2161)	46	40	42	46
TOTAL	**139,051**	**132,489**	**128,649**	**124,606**

PROCUREMENT WORK FORCE AT A GLANCE

As of September 1999

	General Bus/Ind GS-1101	*Contract Specialist GS-1102*	*Property Disposal GS-1104*	*Purchasing GS-1105*	*Procure. Cler/Tec. GS-1106*	*Industrial Specialist GS-1150*	*Total*
Population	20,955	26,775	837	3,793	3,966	1,458	57,784
Average Grade	10.51	11.17	10.65	6.55	5.67	11.38	10.24
Average Age	46.97	45.84	48.31	46.29	45.64	50.00	46.40
Female	55%	60%	49%	79%	87%	22%	60%
Eligible To Retire	10%	8%	10%	7%	8%	18%	9%
Eligible To Retire FY 2008	54%	50%	65%	47%	44%	71%	52%
College Graduates	39%	59%	19%	12%	8%	34%	44%
SES	106	66	0	0	0	0	172

TURNOVER DURING FY 1999

	General Bus/Ind GS-1101	*Contract Specialist GS-1102*	*Property Disposal GS-1104*	*Purchasing GS-1105*	*Procure. Cler/Tec. GS-1106*	*Industrial Specialist GS-1150*
Beginning Strength	20,298	27.400	908	4,248	4,645	1,563
Losses	2,659	2,188	139	883	1,127	221
Loss Rate[1]	13%	8%	15%	21%	24%	14%
Losses Of Persons Eligible to Retire	543	6.37	33	106	111	85
Loss Rate Of Persons Eligible To Retire[2]	22%	23%	3%	28%	27%	25%
Total Hires	3,316	1,563	68	428	448	116
Ratio Internal to External Hires	**4.3**:1	**2.0**:1	**12.2**:1	**5.3**:1	**5.7**:1	**37.7**:1
% Hires With College Degrees	37%	59%	18%	15%	12%	27%
Net Change	657	-625	-71	-455	-679	-105

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[1] As a percentage of beginning year strength.

[2] As a percentage of all persons eligible for regular retirement at the beginning of FY 1999.

NUMBER OF THE PROCUREMENT POSITIONS BY YEAR

As of September

	1993	*1994*	*1995*	*1996*	*1997*	*1998*	*1999*
Gen. Bus & Ind. (GS-1101)	17,135	17,567	19,805	20,427	20,048	20,298	20,955
Contract Spec. (GS-1102)	31,156	30,174	29,137	28,648	28,003	27,400	26,775
Prop. Disposal (GS-1104)	1,089	1,072	1,001	989	951	908	837
Purchasing (GS-1105)	6,644	6,410	6,005	5,558	4,875	4,248	3,793
Proc. Cler. & Tech. (GS-1106)	7,948	7,298	6,597	5,923	5,296	4,645	3,966
Industrial Specialist (GS-1150)	2,450	2,2235	2,034	1,891	1,714	1,563	1,458

PEOPLE LEAVING PROCUREMENT POSITIONS
PERCENTAGE OF BEGINNING YEAR STRENGTH

	Beg. year strength FY99	*1995*		*1996*		*1997*		*1998*		*1999*	
Gen. Bus & Ind. (GS-1101)	20,298	3,315	**19%**	3,085	**16%**	3,740	**18%**	3,102	**15%**	2,659	**15%**
Contract Spec. (GS-1102)	27,400	2,803	**9%**	2,312	**8%**	2,519	**9%**	2,134	**8%**	2,188	**8%**
Prop. Disposal (GS-1104)	908	179	**17%**	141	**14%**	154	**16%**	135	**14%**	139	**15%**
Purchasing (GS-1105)	4,248	1,272	**20%**	1,231	**20%**	1,206	**22%**	1,110	**23%**	883	**26%**
Proc. Cler. & Tech. (GS-1106)	4,465	1,720	**24%**	1,557	**24%**	1,373	**23%**	1,251	**24%**	1,127	**28%**
Industrial Specialist (GS-1150)	1,563	406	**18%**	362	**20%**	306	**16%**	273	**16%**	221	**14%**

HIRES FOR THE PROCUREMENT WORK FORCE
PERCENTAGE OF BEGINNING YEAR STRENGTH

	End of year FY99	*1995*		*1996*		*1997*		*1998*		*1999*	
Gen. Bus & Ind. (GS-1101)	20,955	5,553	**28%**	3,707	**18%**	3,361	**17%**	3,352	**17%**	3,316	**16%**
Contract Spec. (GS-1102)	26,775	1,766	**6%**	1,823	**6%**	1,874	**7%**	1,531	**6%**	1,563	**6%**
Prop. Disposal (GS-1104)	837	108	**11%**	129	**13%**	116	**12%**	92	**10%**	68	**8%**
Purchasing (GS-1105)	3,793	867	**14%**	784	**14%**	523	**11%**	483	**11%**	428	**11%**
Proc. Cler. & Tech (GS-1106)	3,966	1,019	**15%**	883	**15%**	746	**14%**	600	**13%**	448	**11%**
Industrial Specialist (GS-1150)	1,458	205	**12%**	219	**12%**	129	**8%**	122	**8%**	116	**8%**

EDUCATIONAL LEVELS BY OCCUPATION FY 1999

	Gen Bus/Ind GS-1101	Cont Spec GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Proc Cler/Tech. GS-1106	Indust Spec GS-1150
No Degree	11,988	11,033	676	3,334	3,639	959
BA-BS	4,594	9,516	120	368	278	304
Post Grad. Study	3,647	6,168	41	70	43	193
Unknown	726	58	0	21	6	2
Total	20,955	26,775	837	3,793	3,966	1,458
% College Graduates	**39%**	**59%**	**19%**	**12%**	**8%**	**34%**

ACADEMIC MAJORS OF COLLEGE GRADUATES BY OCCUPATION PROCUREMENT WORKFORCE (FY 1999)

	Gen Bus/Ind GS-1101	Cont Spec GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro ClerTech. GS-1106	Indust Spec GS-1150
Business	3,423	9,271	80	172	124	210
Information Mgt.	44	127	0	7	6	2
Engineering	537	170	3	1	2	78
Law	174	274	1	2	3	6
Mathematics	94	119	4	0	1	8
Physical Sciences	94	69	0	4	1	11
Public Admin.	332	591	4	18	7	13
Other	3,523	5,032	68	233	177	168
Major Unknown	**20**	**31**	**1**	**1**	**0**	**1**
*Business, Law & Pub. Admin.	**48%**	**65%**	**53%**	**44%**	**42%**	**46%**

*Percentage of college graduates with degrees in business, law, and public administration (vs. degrees in other fields).

SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION FY 99

Occupation	Supervisory /Managerial	Other	Total
General Business & Industry (GS 1101)	4,097	16,858	20,955
Contract Specialist (GS 1102)	3,621	23,154	26,775
Property Disposal (GS 1104)	184	650	837
Purchasing (GS 1105)	98	3,695	3,793
Procurement Clerical & Technicians (GS 1106)	20	3,946	3,966
Industrial Specialist (GS 1150)	71	1,387	1,458
TOTAL	8,094	49,690	57,784

STATISTICS ON THE

CONTRACTING SERIES

CONTRACT SPECIALIST SERIES GS 1102

As of September

	1991	*1992*	*1996*	*1997*	*1998*	*1999*
Population	31,436	31,794	26,648	28,003	27,400	26,775
Average Grade	11.11	11.20	11.38	11.36	11.31	11.17
Average Age	42.62	43.08	44.4	44.78	45.41	45.84
% Female	56%	56%	58%	59%	59%	60%
% Eligible To Retire	5%	5%	5%	5%	7%	8%
% Eligible To Retire in 10 years	26%	27%	33%	34%	42%	50%
% College Graduates	53%	54%	58%	58%	58%	59%
Members, Senior Executive Service	82	86	75	65	62	66

TURNOVER OF CONTRACT SPECIALISTS

	1991	*1992*	*1996*	*1997*	*1998*	*1999*
Beginning Strength	31,146	31,436	29,137	28,648	28,0035	27,400
Losses	2,145	1,828	2,312	2,519	2,134	2,188
Loss Rate	7%	6%	8%	9%	8%	8%
Losses Of Persons Eligibile to Retire	337	240	NA	498	343	637
Loss Rate Of Persons Eligible To Retire	29%	16%	23%	26%	18%	23%
Total Hires	2,435	2,186	1,823	1,874	1,531	1,563
Ratio Internal:External Hires	2.7:1	2.8:1	NA	NA	4.7:1	2.0:1
% Hires With College Degrees	52%	50%	NA	NA	52%	59%
Net Change	+290	+358	-489	-645	-603	-625
End Strength	31,436	31,794	28,648	28,003	27,400	26,775

NA = not available

CONTRACT SPECIALISTS
Agency By Grade (As Of FY 1999)

	Air Force	Agricul-ture	Army	Com-merce	Other Defense	Justice	Labor	Interior	NSF	NASA	NRC	Navy	SBA
5	41	0	47	2	92	5	1	5	0	7	0	83	0
7	300	8	198	2	176	7	1	12	0	13	0	204	0
9	714	34	520	9	682	140	1	93	0	50	0	323	0
11	991	103	1,310	11	1,459	103	3	147	1	48	2	659	1
12	1710	208	1,536	55	1,707	115	19	175	4	193	2	1,398	37
13	669	104	753	47	533	100	13	95	2	205	15	663	52
14	194	36	237	25	204	39	5	42	2	78	6	208	12
15	67	10	43	23	83	17	4	10	1	59	6	92	2
16	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	93	0	354	23	0	26	0	6	0	0	0	408	0
NS	7	0	4	1	10	2	0	2	0	10	1	15	0
ALL	4,786	503	5,002	198	4,946	554	47	587	10	663	32	4,053	104
AVG	11.06	11.92	10.8	11.45	11.22	11.25	12.36	11.37	12.8	12.35	13.39	10.65	12.78

	Energy	Educa-tion	FEMA	EPA	GSA	HHS	HUD	State	Trans-portation	Treasury	VA	All Other	Total
5	1	0	0	0	2	4	0	0	2	5	5	2	304
7	4	7	0	8	27	21	4	2	7	11	34	5	1,051
9	11	5	2	11	67	30	4	2	24	55	113	45	2,935
11	34	4	5	23	88	61	16	10	78	38	311	45	5,551
12	116	11	14	74	592	195	34	6	175	66	138	97	8,677
13	170	14	7	115	314	215	23	38	136	195	76	130	4,684
14	82	4	3	55	106	96	20	23	70	124	17	64	1,752
15	37	2	2	18	23	44	4	8	27	36	5	29	652
16	0	0	0	0	0	0	0	0	0	1	0	0	1
OTHER	0	0	0	0	0	1	0	4	0	43	4	65	987
NS	4	0	0	3	1	2	3	2	104	3	2	5	181
ALL	459	47	33	307	1,220	669	108	95	623	537	705	487	26,775
AVG	12.77	11.45	12.24	12.6	12.13	12.38	12.26	12.52	12.3	12.53	10.95	11.03	11.24

Other: Other grade levels (1-3; 11) and pay bands.   NS: Grade level was not specified.

CONTRACT SPECIALISTS

FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES, BY GRADE FY 99

Grade	Population	Female	Supervisory	Management	College Graduates
5	304	75%	10%	1%	45%
7	1,051	73%	0%	0%	52%
9	2,935	74%	1%	1%	40%
11	5,551	67%	5%	5%	47%
12	8,677	59%	7%	7%	61%
13	4,684	52%	23%	23%	71%
14	1,752	43%	51%	51%	79%
15	652	32%	71%	71%	86%
16	1	100%	100%	100%	100%
Other	987	64%	14%	14%	NA
NS	181	44%	42%	42%	NA
Total	26,775	60%	14%	14%	59%

Other: Other grade levels (1-4, 6, 8, & 10).
NS: Grade level was not specified. Includes SES positions.
NA: Not available

CONTRACT SPECIALISTS HIRED DURING FY 1999

	Internal Hires	*External Hires*	*Other Hires*	*Changed Agencies*	*No Change*	*Total*
Total	**1,003**	**498**	**62%**	**486**	**24,726**	**26,775**
% FY 99 Work Force	4%	2%	0%	2%	92%	1%
College Graduates	**47%**	**84%**	**45%**	**62%**	**59%**	**59%**
Business, Law, or Pub. Admin. majors[1]	59%	48%	68%	61%	61%	61%
Average Age	**43.33**	**33.21**	**41.65**	**42.17**	**46.28**	**45.84**
Eligible To Retire FY 1999	3%	0%	2%	2%	9%	8%
Eligible To Retire FY 2004	12%	2%	13%	12%	29%	27%
Eligible To Retire FY 2009	**33%**	**6%**	**23%**	**31%**	**52%**	**50%**

[1] Percent of college graduates only. Does not include the majors of those who attended college but did not graduate.

CONTRACT SPECIALISTS HIRED DURING FY 1999, BY GRADE LEVEL

GS Grade	*Population As Of 9/99*	*Internal Hires During FY 99*	*External Hires During FY 99*	*Other Hires During FY 99*	*Total Hires During FY 99*	*Changed Agencies*
5	304	172	50	6	**228**	**0**
7	1,051	257	351	12	**620**	**7**
9	2,935	188	38	14	**240**	**37**
11	5,551	105	27	7	**139**	**103**
12	8,677	133	12	7	**152**	**156**
13	4,684	67	6	4	**77**	**116**
14	1,752	28	1	0	**29**	**37**
15	652	10	0	1	**11**	**8**
Other	988	38	10	6	**54**	**16**
NS	181	5	3	5	**13**	**6**
Total	**26,775**	**1,003**	**498**	**62**	**1,563**	**486**

HIRES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1999

Agency	Internal Hires	External Hires	Other Hires	Changed Agencies	Total Hires	% of Agency Contract Specialists
Air Force	170	134	25	21	350	7.3%
Agriculture	13	2	2	10	27	5.4%
Army	205	59	10	71	345	6.9%
Commerce	4	5	1	7	17	8.6%
Other Defense	210	89	5	77	381	7.7%
Justice	23	4	3	18	48	8.7%
Labor	2	2	0	3	7	14.9%
Energy	13	2	1	5	21	4.6%
Education	1	6	0	1	8	17.0%
FEMA	1	0	0	1	2	6.1%
EPA	6	5	1	12	24	3.9%
GSA	31	15	0	31	77	6.3%
HHS	24	5	1	15	45	6.7%
HUD	4	2	0	2	8	7.4%
Interior	34	2	1	28	65	11.1%
NSF	0	0	0	0	0	0%
NASA	24	8	1	26	59	8.9%
NRC	0	0	0	0	0	0%
Navy	144	132	1	42	319	7.9%
SBA	0	0	0	4	4	0.4%
State	5	1	4	4	14	14.7%
Transportation	15	6	2	26	49	7.9%
Treasury	21	9	1	37	68	12.7%
VA	35	3	1	20	59	8.4%
All Other	18	7	2	25	52	10.7%
All	1003	498	62	486	2,049	7.7%

LOSSES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1999

Agency	FY 99 Beginning Strength	Quit The Series	Changed Agencies	Stayed	Loss Rate*
Air Force	4,825	297	92	4,436	8%
Agriculture	523	38	9	476	9%
Army	5,149	407	85	4,657	10%
Commerce	200	14	5	181	9%
Other Defense	5,129	479	85	4,565	11%
Justice	581	63	12	506	13%
Labor	49	7	2	40	18%
Energy	483	39	6	438	9%
Education	44	3	2	39	11%
FEMA	39	3	5	31	21%
EPA	315	22	10	283	10%
GSA	1,241	94	4	1,143	8%
HHS	674	42	8	624	7%
HUD	117	17	0	100	15%
Interior	588	62	4	522	11%
NSF	12	2	0	10	17%
NASA	667	57	6	604	9%
NRC	33	1	0	32	3%
Navy	4,123	288	101	3,734	9%
SBA	119	19	0	100	16%
State	98	15	2	81	17%
Transportation	637	48	15	574	10%
Treasury	536	52	15	469	13%
VA	710	54	10	646	9%
All Other	508	65	8	435	14%
TOTAL	**27,400**	**2,188**	**486**	**24,726**	**8%**

*For agencies, losses include employees who changed agencies. Hence, the loss rate for an individual agency **includes** employees who left that agency to work in some other agency. However, the loss rate for the GS-1102 series as a whole **excludes** employees who changed agencies and is based **only** on the number who quit the series.

LOSSES DURING FY99, BY GRADE LEVEL
CONTRACT SPECIALIST

GS Grade	FY99 Beginning Strength	% Quit The Series	% Changed Agencies
5	216	7%	0%
6	2	0%	0%
7	1,019	8%	2%
8	3	0%	0%
9	3,198	8%	2%
10	43	9%	0%
11	5,664	7%	2%
13	4,745	8%	2%
14	1,743	8%	1%
15	655	9%	1%
Other	1,052	11%	2%

CONTRACT SPECIALISTS
RETIREMENT ELIGIBILITY BY AGENCY

Agency	FY 1999 Population	Eligible In FY1999	Eligible In FY 2004	Eligible In FY 2009
Agriculture	4,786	10%	30%	51%
Air Force	503	8%	33%	59%
Army	5,002	9%	28%	53%
Commerce	198	7%	27%	56%
Other Defense	4,946	9%	28%	51%
Justice	554	2%	11%	27%
Labor	47	17%	38%	62%
Energy	459	10%	33%	61%
Education	47	9%	17%	34%
FEMA	33	9%	30%	52%
EPA	307	6%	22%	44%
GSA	1,220	6%	23%	46%
HHS	669	8%	29%	51%
HUD	108	6%	22%	52%
Interior	587	10%	35%	59%
NSF	10	0%	20%	60%
NASA	663	7%	23%	44%
NRC	32	0%	13%	44%
Navy	4,053	7%	24%	46%
SBA	104	27%	50%	70%
State	95	5%	27%	55%
Transportation	623	9%	28%	50%
Treasury	537	5%	22%	44%
VA	705	6%	26%	53%
ALL OTHER	487	5%	23%	48%
TOTAL	**26,775**	**8%**	**27%**	**50%**

CONTRACT SPECIALISTS

COLLEGE GRADUATES BY AGENCY AND GRADE FY 1999

Agency	GS 5 & 7	GS 9 & 11	GS 12-15	All Grades
Air Force	55%	56%	84%	**72%**
Agriculture	50%	26%	49%	**43%**
Army	33%	44%	66%	**56%**
Commerce	75%	25%	63%	**59%**
Other Defense	51%	49%	7%	**60%**
Justice	75%	40%	53%	**48%**
Labor	50%	0%	49%	**45%**
Energy	0%	38%	76%	**71%**
Education	100%	100%	61%	**74%**
FEMA	0%	14%	42%	**36%**
EPA	75%	47%	73%	**70%**
GSA	52%	26%	44%	**42%**
HHS	20%	25%	56%	**51%**
HUD	75%	15%	59%	**51%**
Interior	47%	25%	55%	**42%**
NSF	0%	100%	89%	**90%**
NASA	35%	38%	84%	**76%**
NRC	0%	100%	69%	**71%**
Navy	62%	42%	65%	**58%**
SBA	0%	0%	61%	**61%**
State	100%	8%	49%	**45%**
Transportation	33%	25%	51%	**46%**
Treasury	25%	31%	60%	**54%**
VA	44%	29%	58%	**39%**
ALL OTHER	57%	24%	58%	**51%**

CONTRACT SPECIALISTS
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1999

Albuquerque, NM	209	New York, NY-NJ	253
Anchorage, Ak	116	Newark, NJ	165
Atlanta, Ga	357	Norfolk-Va Beach-Portsmouth, Va -NC	630
Bakersfield, Ca	160	Oakland, Ca	104
Baltimore, Md	440	Oklahoma City, Ok	486
Biloxi-Gulfport, Ms	88	Omaha, Ne-Ia	72
Boston, Ma	484	Orange County, CA	99
Bremerton, Wa	89	Orlando, Fl	183
Charleston-N. Charleston, SC	155	Panama City, Fl	53
Chicago, Il	307	Philadelphia, Pa-NJ	1,120
Cincinnati, Oh-Ky-In	67	Phoenix, Az	127
Cleveland, Oh	118	Pittsburgh, Pa	92
Colorado Springs, Co	222	Portland, Or-Wa	98
Columbus, Oh	603	Raleigh-Durham, NC	83
Dallas-Fort Worth, Tx	392	Richmond, Va	669
Davenport-Rock Isl.-Moline, Ia-Il	322	Riverside-San Bernard.-Ontario, Ca	100
Dayton, Oh	717	Sacramento, Ca	167
Denver-Boulder, Co	276	Salt Lake City-Ogden, Ut	329
Detroit, Mi	416	San Antonio, TX	645
Fayetteville, Nc	80	San Diego, CA	519
Ft Walton, Fl	188	San Francisco-Oakland, CA	174
Harrisburg, Pa	260	San Jose, CA	120
Hartford, Ct	66	San Juan, PR	51
Honolulu, Hi	284	Santa Barb-Santa Maria-Lompoc, CA	66
Houston, Tx	118	Seattle-Everett, WA	218
Huntsville, Al	897	St Louis, Mo-IL	335
Indianapolis, In	70	Tacoma, Wa	58
Jacksonville, Fl	94	Tampa-St Petersburg, Fl	79
Kalamazoo-Portage, MI	50	Tucson, AZ	63
Kansas City, Mo-Ks	197	Utica-Rome, NY	57
Killeen-Temple, Tx	64	Ventura, CA	114
Las Vegas, NV	58	Washington, DC-Md-Va	5,300
Little Rock-North Little Rock, AR	55	**Subtotal**	**22,310**
Los Angeles-Long Beach, Ca	451	Outside MSAs	2,278
Macon, Ga	297	Other MSAs	2,187
Melbourne-Titusville-Cocoa, Fl	141	**Total**	**26,775**
Minneapolis -St Paul, Mn-Wi	94		
Monmouth, NJ	416		
Montgomery, Al	90		
Nassau-Suffolk, NY	76		
New Orleans, La	97		

STATISTICS ON THE

PURCHASING SERIES

PURCHASING SERIES (GS 1105)

As of September

	1991	*1992*	*1996*	*1997*	*1998*	*1999*
Population	6,754	6,809	5,558	4,875	4,248	3,793
Average Grade	5.95	6.05	6.39	6.47	6.50	6.55
Average Age	41.76	42.22	44.05	44.8	45.58	46.29
% Female	80%	80%	80%	80%	79%	79%
% Eligible To Retire	4%	4%	4%	4%	5%	7%
% Eligible To Retire in 10 years	21%	22%	27%	NA	34%	47%
% College Graduates	10%	10%	11%	11%	11%	12%
Members, Senior Executive Service	0	0	0	0	0	0

TURNOVER OF PURCHASING AGENTS

	1991	*1992*	*1996*	*1997*	*1998*	*1999*
Beginning Strength	6,602	6,754	6,005	5,558	4,875	4,2480
Losses	1,310	1,116	1,231	1,206	1,110	883
Loss Rate	20%	17%	20%	22%	23%	21%
Losses Of Persons Eligible to Retire	62	47	NA	88	77	106
Loss Rate Of Persons Eligible To Retire	29%	18%	33%	32%	28%	28%
Total Hires	1,462	1,171	784	523	483	428
Ratio Internal:External Hires	3:1	3.6:1	NA	NA	5.6:1	5.3:1
% Hires With College Degrees	14%	17%	12%	15%	15%	15%
Net Change	+152	+55	-447	-683	-627	-455
End Strength	6,754	6,809	5,558	4,875	4,248	3,793

NA   not available

AGENCY BY GRADE (AS OF FY99)
PURCHASING AGENTS

Grade	Air Force	Agric-ulture	Army	Com-merce	Other DoD	Justice	Labor	Energy	FEMA	EPA	GSA	HHS
4	4	6	1	6	1	0	0	0	0	0	0	0
5	92	70	69	4	5	3	6	2	0	0	1	6
6	58	100	137	3	13	8	7	0	0	1	25	24
7	136	135	148	17	25	42	2	5	5	10	38	64
8	5	29	37	8	5	13	3	4	1	2	18	69
9	5	60	15	3	4	17	1	3	0	8	0	56
10	0	0	2	1	0	0	0	0	0	0	0	9
11	0	0	0	1	0	0	0	0	0	0	0	2
Other.	3	0	15	6	0	0	0	0	0	0	0	0
NS	0	0	0	0	1	0	0	0	0	0	0	0
ALL	**303**	**400**	**424**	**49**	**54**	**83**	**19**	**14**	**6**	**21**	**82**	**230**
Avg. Grade	6.17	6.73	6.35	6.29	6.75	7.40	6.26	7.43	7.17	7.81	6.89	7.78

	HUD	Interior	NSF	NASA	NRC	Navy	SBA	DOT	Treas.	VA	All Other	Total
4	0	4	0	0	0	7	0	0	0	7	2	38
5	0	51	0	0	0	83	1	2	3	212	0	610
6	0	77	0	1	0	230	0	12	2	309	5	1,012
7	4	121	0	6	0	367	0	40	8	187	29	1,389
8	0	43	0	4	0	62	0	5	2	17	15	342
9	0	13	1	15	4	58	0	10	7	4	6	290
10	0	2	0	0	0	9	0	0	3	0	0	26
11	0	0	0	0	0	1	0	0	0	0	0	4
Other	0	13	0	0	0	40	0	0	0	2	1	80
NS	0	0	0	0	0	0	0	0	0	0	1	2
All	**4**	**324**	**1**	**26**	**4**	**857**	**1**	**69**	**25**	**738**	**59**	**3,793**
Avg. Grade	7.00	6.45	9.00	8.27	9.00	6.55	5.00	7.13	7.68	6.00	7.17	6.55

Ot.: Other grade levels (1-3; 12)
NS: Grade level was not specified.
Avg: Average grade. Excludes positions for which no grade level was specified.

LOSSES DURING FY 99, BY GRADE LEVEL
PURCHASING AGENTS

GS Grade	FY98 Beginning Strength	% Quit The Series	% Changed Agencies
4	31	26%	0%
5	764	25%	0%
6	1,139	20%	0%
7	1,541	20%	0%
8	357	15%	1%
9	280	20%	0%
10	264	38%	0%
11	6	50%	0%
OTHER	104	28%	1%

*Note: Some grades not shown.

PURCHASING AGENTS
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1999

Albuquerque, NM	38	Oakland, Ca	25
Atlanta, Ga	46	Pensacola, Fl	26
Augusta, Ga-SC	20	Philadelphia, Pa-NJ	73
Baltimore, Md	64	Phoenix, Az	28
Biloxi-Gulfport, Ms	27	Pittsburgh, Pa	23
Boston, Ma	39	Portland, Or-Wa	33
Bremerton, Wa	54	Richmond, Va	21
Charleston-N. Charleston, SC	23	Riverside-San Bernard. –Ont., Ca	26
Chicago, Il	45	Sacramento, Ca	25
Dallas-Fort Worth, Tx	43	Salt Lake City, Ogden, UT	25
Dayton, Oh	24	San Antonio, Tx	113
Denver, Boulder, Co	38	San Diego, Ca	113
Harrisburg, Pa	43	San Francisco-Oakland, Ca	31
Honolulu, Hi	49	San Juan, PR	30
Jacksonville, Fl	31	Seattle-Everett, Wa	27
Jacksonville, NC	24	St Louis, Mo-Ill	25
Kansas City, Mo-Ks	34	Tampa-St Petersburg, Fl	28
Killeen-Temple, Tx	24	Ventura, CA	26
Little Rock-North Little Rock, Ar	25	Washington, DC-Md-Va	438
Los Angeles-Long Beach, Ca	38	**Subtotal**	**2,152**
Miami, Fl	25	Outside MSAs	680
Minneapolis-St Paul, Mn-Wi	30	Other MSAs	961
New Orleans, La	30	**Total**	**3,793**
New York, NY-NJ	31		
Norfolk-Va Beach-Portsmouth, Va-Nc	171		

STATISTICS ON THE

PROCUREMENT CLERICAL AND TECHNICIAN SERIES

PROCUREMENT CLERKS/TECHNICIANS GS-1106
As of September

	1991	*1992*	*1996*	*1997*	*1998*	*1999*
Population	8,956	8,616	5,923	5,296	4,645	3,966
Average Grade	5.12	5.18	5.54	5.59	5.64	5.67
Average Age	39.88	40.63	43.16	43.8	44.81	45.64
% Female	89%	89%	88%	88%	88%	87%
% Eligible To Retire	4%	4%	4%	4%	6%	8%
% Eligible To Retire in 10 years	18%	20%	25%	27%	36%	44%
% College Graduates	7%	8%	8%	8%	8%	8%
Members, Senior Executive Service	0	0	0	0	0	0

TURNOVER OF PROCUREMENT CLERKS/TECHNICIANS

	1991	1992	1996	1997	1998	1999
Beginning Strength	9,360	8,956	6,597	5,923	5,296	4,645
Losses	2,227	1,895	1,557	1,373	1,251	1,127
Loss Rate	24%	21%	24%	22%	24%	24%
Losses Of Persons Eligible to Retire	83	60	NA	92	83	111
Loss Rate Of Persons Eligible to Retire	29%	19%	33%	30%	29%	27%
Total Hires	1,823	1,555	883	746	600	448
Ratio Internal:External Hires	1.6:1	2.5:1	NA	7:1	7.2:1	5.7:1
% Hires With College Degrees	11%	11%	12%		12%	12%
Net Change	-404	-340	-674	-627	-651	-679
End Strength	8,956	8,616	5,923	5,296	4,645	3,966

NA   not available

PROCUREMENT CLERKS/TECHNICIANS
AGENCY BY GRADE (AS OF FY 99)

	Air Force	Agric- ulture	Army	Com- merce	Other DoD	Justice	Labor	Energy	Educa- tion	FEMA	EPA	GSA	HHS
4	30	2	93	1	140	0	2	0	0	0	0	0	5
5	296	25	253	4	315	4	3	2	0	0	0	20	12
6	139	38	155	8	682	4	4	18	1	0	2	32	21
7	113	65	152	3	199	11	5	14	2	1	9	56	49
8	1	1	8	0	4	6	0	1	0	0	1	0	3
9	1	0	0	1	2	0	0	2	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	16	0	31	3	1	0	0	0	0	0	0	0	0
NS	0	0	0	0	0	0	0	0	0	0	0	0	0
ALL	596	131	692	20	1,343	25	14	37	3	1	12	108	90
Avg.	5.49	6.29	5.43	5.35	5.71	6.76	5.86	6.54	6.67	7.00	6.92	6.33	6.37

	HUD	Inter.- ior	NSF	NASA	NRC	Navy	SBA	State	Trans.	Treas- sury	VA	Al Other	Total
4	0	10	0	2	0	87	0	0	1	0	3	1	377
5	0	32	0	2	0	144	1	0	6	6	31	4	1,160
6	0	35	0	12	2	111	6	1	7	10	10	12	1,310
7	8	32	1	18	0	124	13	2	8	21	10	21	937
8	0	2	0	2	2	12	0	0	0	6	1	2	52
9	0	0	1	1	0	2	0	0	0	0	0	0	10
10	0	0	0	0	1	0	0	0	0	0	0	0	1
Other	0	2	0	0	0	64	0	0	1	0	0	0	118
NS	0	0	0	0	0	0	0	0	0	0	0	1	1
ALL	8	113	2	37	5	544	20	3	23	43	55	41	3,966
Avg.	7.00	5.81	8.00	6.51	7.60	5.24	6.60	6.67	5.87	6.63	5.55	6.48	5.67

Otther: Other grade levels (1-3; 11) or pay bands.
NS: Grade level was not specified.

PROCUREMENT CLERKS/ TECHNICIANS
LOSSES DURING FY99, BY GRADE LEVEL

GS Grade	Beginning Strength	Quit the Series	Changed Agencies
1	1	0%	0%
3	25	60%	0%
4	517	32%	0%
5	1,425	25%	1%
6	1,515	21%	1%
7	1,008	24%	0%
8	48	21%	0%
9	10	30%	0%
10	1	0%	0%
13	1	100%	0%
Other	94	19%	0%

OTHER: PAY BANDS OR GRADES NOT SHOWN.

PROCUREMENT CLERKS/ TECHNICIANS
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1999

Albuquerque, NM	45	Oklahoma City, Ok	68
Anchorage, Ak	15	Omaha, Ne-Ia	12
Atlanta, Ga	58	Orange County, Ca	32
Augusta, Ga -Sc	11	Orlando, Fl	27
Bakersfield, Ca	27	Philadelphia, Pa-NJ	179
Baltimore, Md	81	Phoenix, Az	35
Biloxi-Gulfport, Ms	19	Pittsburgh, Pa	13
Birmingham, AL	16	Portland, Or-Wa	33
Boston, Ma	84	Richmond, Va	154
Bremerton, Wa	16	Riverside-San Bernard.-Ontario, Ca	21
Bridgeport, Ct	20	Sacramento, Ca	42
Charleston-N Charleston, SC	16	Salt Lake City-Ogden, Ut	45
Chicago, Il	41	San Antonio, Tx	74
Cleveland, Oh	25	San Diego, Ca	101
Colorado Springs, Co	22	San Francisco-Oakland, Ca	20
Columbus, Oh	158	San Jose, Ca	34
Dallas-Fort Worth, Tx	54	San Juan, Pr	10
Davenport-Rock Isl.-Moline, Ia-Il	33	Seattle-Everett, Wa	33
Dayton, Oh	148	St Louis, Mo-Il	34
Denver-Boulder, Co	36	Syracuse, Ny	14
Detroit, Mi	51	Tacoma, Wa	21
Ft. Walton, Fl	22	Tampa-St Petersburg, Fl	16
Harrisburg, Pa	30	Tucson, Az	15
Hartford, Ct	20	Ventura, Ca	22
Honolulu, Hi	36	Washington, DC-Md-Va	450
Huntsville, Al	86	Wichita, Ks	12
Jacksonville, Fl	25		
Kalamazoo-Portage, Mi	20	**Subtotal**	**3,232**
Kansas City, Mo-Ks	12	Outside MSAs	317
Las Vegas, Nv	11	Other MSAs	417
Los Angeles-Long Beach, Ca	105	**Total**	**3,966**
Louisvill, Ky-In	12		
Macon, Ga	40		
Melbourne-Titusville-Cocoa, Fl	22		
Minneapolis -St Paul, Nm-Wi	22		
Monmouth, NJ	35		
Montgomery, Al	15		
Nassau-Suffolk, NY	35		
New London-Norwich, Ct-Rt	12		
New Orleans, La	15		
New York, NY-NJ	35		
Newark, NJ	33		
Norfolk-Va Beach-Portsmouth, Va -NC	78		
Oakland, Ca	18		

STATISTICS ON THE

INDUSTRIAL SPECIALIST SERIES

INDUSTRIAL SPECIALIST
Agency By Grade (As Of FY 1999)

	Air Force	Agric-ulture	Army	Com-merce	Other Do D	Justice	Energy	Inter.	NASA	Navy	SBA
5	1	0	0	1	1	0	0	0	0	3	0
7	0	0	0	0	5	1	1	0	0	1	0
9	6	1	3	0	22	1	1	0	0	10	0
11	22	4	49	0	499	11	0	0	3	69	0
12	21	8	58	0	183	30	6	0	3	131	2
13	9	3	25	0	63	9	13	1	0	41	23
14	3	1	4	1	15	0	6	1	0	10	7
15	1	0	0	3	7	0	2	1	0	4	1
Other	0	0	15	13	0	0	0	0	0	9	0
NS	0	0	0	0	0	0	0	0	0	0	0
ALL	63	17	154	18	795	52	29	3	6	278	33
Avg.	11.54	11.88	11.05	6.44	11.39	11.81	12.79	14.00	11.50	11.54	13.21

	Trans.	Treas.	Total
5	0	0	6
7	0	0	8
9	0	1	45
11	0	1	658
12	0	1	443
13	0	1	188
14	0	0	48
15	0	0	19
Other	0	0	37
NS	6	0	6
All	6	**4**	**1,458**
Avg	0	11.25	11.43

Other: Other grade levels (1-4, 6, 8, & 10) and pay bands.
NS: Grade level was not specified. Includes SES positions.
Avg: Average grade. Excludes positions for which no grade level was specified.

INDUSTRIAL SPECIALIST
LOSSES DURING FY99, BY GRADE LEVEL

GS Grade	FY98 Beginning Strength	% Quit The Series	% Changed Agencies
5	4	0%	0%
7	10	0%	0%
9	48	21%	0%
10	2	0%	0%
11	704	14%	0%
12	484	16%	0%
13	196	11%	0%
14	50	10%	0%
15	23	22%	0%
Other	42	10%	0%

Other: Other grade levels or pay bands.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1999
INDUSTRIAL SPECIALIST

Albany-Schenectady-Troy, NY	22
Boston, Ma	44
Bremerton, Wa	24
Dallas-Fort Worth, Tx	43
Davenport-Rock Isl.-Moline, Ia-Il	64
Dayton, Oh	20
Denver-Boulder, Co	37
Detroit, MI	31
Hartford, CT	21
Huntsville, Al	25
Los Angeles, -Long Beach, Ca	52
Monmouth, NJ	26
Nassau-Suffolk, NY	26
Oklahoma City, Ok	34
Philadelphia, Pa-NJ	139
St. Louis, Mo-Il	20
Ventura, Ca	23
Washington, DC-Md-Va	127
Subtotal	**778**
Outside MSAs	110
Other MSAs	570
Total	**1,458**

STATISTICS ON THE

GENERAL BUSINESS
AND INDUSTRY

GENERAL BUSINESS AND INDUSTRY
Agency By Grade (As of FY 1999)

	Air Force	Agric-ulture	Army	Com-merce	Other DoD	Justice	Labor	Energy	Educ-ation	FEMA	EPA	GSA	HHS
5	95	541	122	20	32	0	0	1	5	0	0	2	6
7	156	2,101	116	64	14	1	0	14	11	1	6	36	27
9	220	110	164	63	22	11	2	16	22	0	9	81	55
11	452	124	121	65	138	38	6	20	92	0	17	30	52
12	406	100	110	146	205	41	12	42	120	0	49	88	124
13	317	349	53	79	639	74	20	107	53	0	34	222	126
14	134	35	28	64	268	22	7	115	45	0	19	99	63
15	90	14	16	39	101	10	1	65	4	0	6	61	38
16	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	138	823	89	392	264	0	0	14	0	0	0	27	1
NS	29	1	13	35	6	0	0	6	0	0	0	0	2
ALL	2,037	4,198	832	967	1.689	197	48	400	352	1	140	646	494
Avg.	10.73	7.43	9.06	7.80	11.63	12.37	12.52	12.82	11.74	7.00	12.11	11.98	11.93

	HUD	Inter.	NSF	NASA	NRC	Navy	SBA	State	Trans.	Treas.	VA	All Other	Total
5	10	93	0	0	0	24	10	0	1	2	1	6	971
7	62	54	0	0	0	197	240	0	0	23	3	14	3,140
9	94	49	6	0	0	406	40	2	2	281	20	27	1,702
11	148	100	0	3	0	512	69	1	5	202	54	102	2,351
12	1,484	137	6	2	0	239	380	11	3	27	54	122	3,908
13	828	91	12	5	0	138	174	0	2	90	74	143	3,630
14	449	38	5	4	1	47	75	1	7	36	63	93	1,718
15	453	5	4	4	0	18	8	2	3	20	29	49	1,040
16	0	0	0	0	0	0	0	0	0	1	21	0	22
Other	1	93	9	0	0	99	54	0	2	21	65	225	2,317
NS	26	0	2	1	1	3	0	0	11	2	1	17	156
ALL	3,555	660	44	19	2	1,683	1,050	17	36	705	385	798	20,955
Avg.	12.64	9.55	11.52	13.22	14.00	10.11	10.63	12.06	11.88	10.93	12.20	NA	10.58

Other: Includes grades 1-4 and other grade levels and pay bands. Grades 1-4 are found predominantly in Air Force, Agriculture, Commerce, and Interior

NS: Grade level was not specified. Includes SES positions   NA: not available

Avg: Average grade. Excludes positions for which no grade level was specified.

GENERAL BUSINESS AND INDUSTRY
LOSSES DURING FY 99, BY GRADE LEVEL

GS Grade	FY99 Beginning Strength	% Quit The Series	% Changed Agencies
2	1	100%	0%
3	37	89%	0%
4	241	43%	0%
5	1023	21%	0%
6	1367	13%	0%
7	2968	12%	0%
8	186	12%	1%
9	1646	13%	0%
10	63	13%	0%
11	2210	13%	0%
12	3762	12%	0%
13	3346	12%	0%
14	1452	10%	0%
15	818	11%	0%
Other	1178	14%	1%

GENERAL BUSINESS AND INDUSTRY
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1999

Albany, Ga	29	Corpus Christi, Tx	63
Albany-Schenectady-Troy, NY	68	Dallas-Fort Worth, Tx	428
Albuquerque, NM	78	Davenport-Rock Isl.-Moline, Ia-Il	39
Alexandria, La	23	Dayton, Oh	406
Anchorage, Ak	59	Denver-Boulder, Co	514
Anniston, Al	65	Des Moines, Ia	59
Athens, Ga	16	Detroit, Mi	127
Atlanta, Ga	476	Dothan, Al	18
Augusta, Ga-SC	19	Dover, De	19
Austin, Tx	36	El Paso, Tx	26
Bakersfield, Ca	20	Fargo-Moorhead, ND-Mn	16
Baltimore, Md	156	Fayetteville, NC	37
Bangor, Me	25	Flagstaff, Az-Ut	26
Billings, Mt	25	Fort Lauderdale-Hollywood, Fl	28
Biloxi-Gulfport, Ms	94	Fresno, Ca	66
Birmingham, Al	93	Ft Walton, Fl	97
Boise City, Id	38	Grand Forks, ND-Mn	18
Boston, Ma	333	Grand Rapids, Mi	31
Bremerton, Wa	153	Greensboro-Winston-Salem, Nc	100
Buffalo NY	67	Harrisburg, Pa	25
Casper, WY	15	Hartford, Ct	75
Charleston, WV	21	Honolulu, Hi	125
Charleston-N. Charleston, SC	52	Houston, Tx	91
Charlotte-Gastonia, NC	16	Huntsville, Al	23
Chicago, Il	371	Indianapolis, In	93
Clarksville-Hopkinsvill, Tn-Ky	42	Jackson, Ms	84
Cleveland, Oh	34	Jacksonville, Fl	275
Colorado Springs, Co	107	Jacksonville, NC	39
Columbia, Ga-Al	46	Kansas City, Mo-Ks	328
Columbia, SC	91	Killeen-Temple, Tx	31
Columbus, Ga-Al	22	Knoxville, Tn	40
Columbus, Oh	90	Lafayette, La	17

Las Cruces, NM	23	Raleigh-Durham, NC	41
Las Vegas, Nv	60	Rapid City, SD	15
Lexington-Fayette, Ky	29	Richmond, Va	128
Lincoln, Ne	21	Riverside-San Bernard.-Ont., Ca	60
Little Rock-North Little Rock, Ar	85	Sacramento, Ca	229
Los Angeles-Long Beach, Ca	283	Salt Lake City-Ogden, Ut	240
Louisville, Ky-In	68	San Antonio, Tx	344
Lubbock, Tx	26	San Diego, Ca	219
Macon, Ga	275	San Francisco-Oakland, Ca	251
Madison, Wi	16	San Jose, Ca	38
Manchester, Nh	21	San Juan PR	91
Melbourne-Titusville-Cocoa, Fl	17	Santa Barbara-Santa Maria-Lompoc,Ca	30
Memphis, Tn-Ar-Ms	58	Savana, Ga	15
Miami, Fl	77	Seattle-Everett, Wa	231
Milwaukee Wi	71	Shreveport, La	27
Minneapolis-St Paul, Mn-Wi	143	Sioux Falls, SD	20
Monmouth, NJ	43	Spokane, Wa	42
Montgomery, Al	41	Springfield, Il	21
Nashville-Davidson, Tn	97	St Louis, Mo-Il	643
Nassau-Suffolk, Ny	36	Syracuse, NY	29
New London-Norwich, Ct-RI	26	Tacoma, Wa	31
New Orleans, La	142	Tampa-St Petersburg, Fl	55
New York, NY-NJ	287	Texarkana, Tx-Texarkana, Ar	33
Newark, NJ	119	Tucson, Az	47
Newburg, NY-Pa	39	Tulsa, Ok	27
Norfolk-Va Beach-Portsmouth, Va-NC	199	Vallejo-Fairfield-Napa, Ca	15
Oakland, Ca	29	Ventura, Ca	31
Oklahoma City, Ok	250	Washington, DC-Md-Va	3,444
Omaha, Ne-Ia	53	Wichita, Ks	29
Orange County, Ca	148	Yuma, Az	15
Orlando, Fl	40	**Subtotal**	**16,553**
Pensacola, Fl	20	Outside MSAs	3,455
Philadelphia, Pa-NJ	632	Other MSAs	967
Phoenix, Az	166	**Total**	**20,955**
Pittsburgh, Pa	97		
Portland, Or-Wa	159		
Portsmouth-Rochester, NH-Me	17		
Providence-Warwick-Pawtucket, RI-Ma	35		

AGENCY ABBREVIATIONS

DoD	Department of Defense
Educ.	Department of Education
EPA	Environmental Protection Agency
FEMA	Federal Emergency Management Administration
GSA	General Services Administration
HHS	Health and Human Services
HUD	Housing and Urban Development
Inter.	Department of the Interior
NASA	National Aeronautics and Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
SBA	Small Business Administration
DOT	Department of Transportation
Treas.	Department of the Treasury
VA	Department of Veterans Affairs